

EXHIBIT 33

From: Phil Kurtz [pkurtz@blackberry.com]
Sent: 11/29/2023 1:03:27 PM
To: Dick Lynch [dick.lynch@blackberry.com]
Subject: RE: STRICTLY CONFIDENTIAL: BlackBerry Preliminary Severance Calculations

Yes, that's the plan. I need to review the Nita folders and connect with external counsel. Will take a bit of time but of course it's a priority.

Sent with BlackBerry Work
(www.blackberry.com)

From: Dick Lynch <dick.lynch@blackberry.com>
Date: Wednesday, Nov 29, 2023 at 4:00 PM
To: Phil Kurtz <pkurtz@blackberry.com>
Subject: FW: STRICTLY CONFIDENTIAL: BlackBerry Preliminary Severance Calculations

Phil,

You and I need to play out some scenarios on Neelam as I need/want some flexibility that this doesn't give me.

Dick

From: Sean Bartley <sbartley@blackberry.com>
Sent: Wednesday, November 29, 2023 3:05 PM
To: Dick Lynch <dick.lynch@blackberry.com>
Cc: Phil Kurtz <pkurtz@blackberry.com>
Subject: STRICTLY CONFIDENTIAL: BlackBerry Preliminary Severance Calculations

Good Afternoon Dick,

Please see below the termination without cause or good reason severance terms for each of the 3 individuals we discussed as per their current agreements and with an effective date of December 1, 2023. Redacted - Attorney-Client Privilege

Redacted - Attorney-Client Privilege

3. Neelam Sandhu (Severance Period – 50 Weeks)

Severance Payment - \$307,692 USD

Further details of their severance term calculations can be found below:

SLT Name / Title / Service / Current Compensation						Termination Without Cause or for Good Reason (Effective December 1, 2023)						
Name	Title	Compensation Grad	Continuous / Company Service Date	Years of Service as of December 1, 2023	Base Salary	Currency	Requires Signing Release of Claims (Yes or No)	Salary Continuation (Yes or No)	Severance Period	Cash	Equity	Benefits
BlackBerry Executive Officers												
			X2									
				X2								
Redacted - Attorney-Client Privilege												
BlackBerry Senior Leaders (Non-Officers)												
Neelam Sandhu	Chief Marketing & Elite Customer Success Officer	X4	3/16/2009			USD	Yes	No		(8 weeks Base Salary plus 3 weeks Base Salary for each Year of Service to a maximum of 52 weeks)		

Please let me know if you have any questions or require any further details / calculations on this matter.

Regards,

Sean Bartley

Vice President & Deputy CHRO, Global Total Rewards and HR Systems

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